



2017
2018
Annual Report



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About IASA

The Illinois Association of School Administrators is the premier advocacy organization for school administrators in the state. Since 1946, the IASA has offered Illinois school administrators the opportunity to join with colleagues throughout the state to improve the quality of public education in Illinois and to maintain the high standards of their profession.

To encourage networking, the state has been divided into 21 IASA Regions. Each region schedules regular meetings at the local level. Each region also selects or elects individuals to represent their region on the IASA Board of Directors and to serve as representatives on IASA's five representative committees.

IASA is a state-chartered association of the American Association of School Administrators (AASA). The two associations work cooperatively in a number of endeavors to serve the needs of members in the local, state and national arenas. IASA members are encouraged to join the AASA and to become active members in its programs and services, but dual membership is not a requirement.

The IASA is involved in many things from child advocacy to lobbying, and from publications to professional development programs. However our main goal is individual member care and service, including personal counseling and mentoring as well as access to confidential contract and credential reviews.



Message from the President:



I don't need to tell you that school superintendents face more challenges today than ever before. One can become cynical about new mandates, lack of adequate funding, and the endless attacks upon public education. We get swept up in the chaos of the close of the school year. It is easy to forget to pause to reflect upon all the good things that are happening for children every day in our public schools. I hope you take a moment to reflect on your accomplishments and to express gratitude to those who helped you get where you are today.

I am grateful that I witnessed historic school funding reform that reflects consideration of the unique challenges our students and districts face. This year we took one large stride toward equity of opportunity and access for every child.

I am grateful for the support and perseverance of my peers who tirelessly advocated for equity for every child.

I am grateful to have had the opportunity to lead the nation's premier association for school leaders.

I am grateful to have had the opportunity to coach outstanding peers through the Illinois School for Advanced Leadership and to see a fourth cohort of dedicated colleagues graduate and grow personally and professionally.

I am grateful to have had the opportunity to affect change over an entire school system and for the support of a dedicated and talented staff.

I am grateful to my board of education for giving me the opportunity to serve our wonderful students for 16 years as superintendent.

I am grateful to a community that supports a school system that all three of my grown children attended for their entire school careers.

In July, I started my final year as a superintendent. I cut a ruler into one-inch segments. Each month I send a personal note along with a section of the ruler to a person who helped me get where I am today. It's hard to measure how much their support mattered, but I wanted to let them know in a small way what a difference it made for me.

As I close my term as President of IASA know that I am grateful for your service to our children and to our profession. I believe that we are called to do this work. Thank you for answering the call.

Yours for better schools,

A handwritten signature in black ink that reads "Thomas E. Bertrand". The signature is written in a cursive, flowing style.

Thomas E. Bertrand
IASA President

Executive Director’s Note:



When we look back on FY2018, I think it will be remembered as one of the better years for public education in the last decade if not several decades. Within the calendar book ends of the year, we saw the evidence-based model (EBM) for public school funding pass into state law and we saw it funded with over \$650 million for the first two years of its existence. Sure there were last minute politically motivated components added to the bill that we strongly objected to, but those are just that—politically motivated—and not rooted in any evidence that they improve education. In looking at the bigger picture, our schools are stronger and better today than they were a year ago or for that matter, five or ten years ago.

Looking at the work of the IASA over the past several years and seeing the incoming superintendents, I am encouraged that public education in Illinois is certainly on an upswing and the fierce dedication to professionalism in our roles as superintendents is growing. The association itself had another successful year graduating the fourth cohort from the IASA School for Advanced Leadership (ISAL) and the second cohort from the Aspiring Superintendents Academy (ASA). Our field service directors expanded from three to four and we launched the beginning stages of our Women in Leadership strand that will become far more evident during the coming year.

The work of the IASA Board of Directors kept the IASA focused on what matters most for Illinois students and their success. I appreciate their service to the association but more importantly the time given to ensure that IASA is heading in the right direction. The strength of their diverse wisdom is highly valuable to a statewide organization.

As we look forward to next year, I’m anxious to see the implementation of the EBM and the various benefits to our students that it will undoubtedly bring. It is an honor to serve this fine organization and its hard working members. Thanks for all that you do to serve kids and each other.

Yours for better schools,

A handwritten signature in black ink that reads "Brent Clark". The signature is written in a cursive, flowing style.

Brent Clark, Ph.D.
IASA Executive Director





Member Benefits

The IASA membership continues to hold steady with more than 1,050 active members and close to 1,700 total members, including over 600 retired members, school service members and full-time professors. The IASA welcomed 75 new superintendents for the 2017-18 school year. While two of these individuals transferred from another state, 73 rose through the ranks of the Illinois public school system. The association provides valuable member benefits and services that school administrators need day-to-day in their decision-making and leadership guidance roles in the school districts in which they serve. IASA is the state's premier advocacy organization supporting leaders in the pursuit of educational excellence through continued school improvement.

Field Services Directors

IASA Field Services Directors Dr. Gary T. Zabilka, Dr. William H. Phillips, Tim Bleyer, and Ralph Grimm provide a wide array of services ranging from mentoring new superintendents to providing group and one-on-one assistance to superintendents. The IASA Field Directors also assist superintendents with resources, training and relevant member services.

Personal Services

No report on the programs and services would be complete without mentioning the personal services provided to IASA members. These services, though well known by the members, are not reported in any specific detail in order to protect the confidentiality of those members who access these services. For example, the executive director and administrative team are just a phone call away to assist members who need guidance in matters ranging from issues of school administration and communications issues to matters concerning individual employment contracts.

Legal Support & Return of Dues

The Legal Support and Return of Dues programs assist members during times of intensive personal and professional stress. The IASA Legal Support Program works in concert with and independently from the AASA legal assistance program. The legal support to qualifying members, in cases of employment contract/due process disputes with employers, is in the form of direct access to IASA Associate Director/Legal Counsel Sara Boucek and/or private counsel through a formula-driven financial reimbursement of private attorney fees.

Further, IASA continues to provide the Return of Dues Program to its members. This program is a self-funded insurance program

that reimburses the estate of a deceased member, the regular and/or retired dues paid to the Association for the most recent 10 consecutive years. The Return of Dues Program lapses in the 11th year of retirement. Both programs (legal support and return of dues) operate within the financial parameters set many years ago, that of being funded from interest earned by the fund accounts.

Job Bank

The Illinois Education Job BankSM continues to expand in use by both employers and job seekers, and is the leading Internet educational job posting service in Illinois. More than 750 Illinois school districts and 275 other educational institutions are utilizing the Job Bank's services. In cooperation with the Job BankSM, the IASA Interim Education Service Corps provides retired members access to full-time, part-time and interim education employment opportunities.

Professional Development

IASA offers a wide array of Administrators' Academies, workshops and seminars under the direction of Associate Director for Professional Development Dr. Richard Voltz. The professional development opportunities include such topics as teacher and principal evaluation, board-superintendent relations, school law, school finance, leadership, curriculum, technology, and communications.

During 2017-2018, IASA presented 10 workshops/academies serving approximately 5,875 attendees.

Aspiring Superintendent Academy

The IASA Aspiring Superintendent Academy (ASA) is a week-long academy designed for administrators seeking to become a superintendent. Each day includes sessions dealing with topics on School District Leadership, Communications Strategies, School District Planning and Operations, School Finance, Advocacy and Law and Action Planning and Next Steps. Since the program launched in July 2016, there have been over 70 principals, assistant superintendents and other central office school administrators attend this week-long boot camp. The next Academy is scheduled July 9-13, 2018 in Springfield at the IASA headquarters.

New Superintendent Services

The New Superintendents' Conference was attended by 52 superintendents in August of 2017. The conference is designed to provide resources on many of the issues that new superintendents will face during their first year. In addition, "New Superintendent Updates" are e-mailed to new superintendents as well as any other



superintendent who wishes to sign up. Simply call the IASA office to receive the update directly. The update is also posted on the IASA website for all members. These updates cover a variety of topics and include some helpful tips that are both relevant and timely.

IASA Mentoring Program

During 2017-18, IASA provided mentors to 65 new superintendents. We are pleased to provide first year superintendents with this service at no cost.

IASA School for Advanced Leadership

Eleven years ago, an idea was pitched to create a learning opportunity for Illinois superintendents and was initially billed as the University of IASA. Eight years ago, that idea began to be transformed into a plan and was soon named the IASA School for Advanced Leadership (ISAL). On December 3, 2010, the initial ISAL class gathered at the IASA headquarters in Springfield to start the maiden voyage of what we believe has been a superior learning experience. The program culminated in August of 2012 with the graduation of 23 ISAL fellows, a talented and diverse group of school leaders that underwent a rigorous two-year immersion into adaptive leadership learning experiences accompanied by highly trained coaches.

At this point in time, four ISAL classes and a total of 98 ISAL fellows have successfully completed the two-year cohorts. The ISAL IV cohort was launched in January of 2017 with 25 members graduating in May 2018. The IASA School for Advanced Leadership continues to accomplish its mission by providing quality professional development for practicing superintendents in unique and challenging ways. The two-year ISAL cohort includes:

- A professional coach;
- Developing a personalized professional growth plan for student achievement; and
- Conducting a comprehensive needs assessment to determine district and leadership needs.

ISAL also studies the superintendent's role through five leadership lenses: facilitator of shared moral purpose, change agent, relationship/culture promoter, capacity builder, and coherence maker.

Applications for ISAL V are being accepted through October 12, 2018. Interested superintendents needing more information can contact ISAL's Co-Facilitators, Dr. Nick Osborne and Dr. Gary Zabilka.

Communications

Members have direct access to Mary Schaefer, Director of Communications and Marketing and Jason Nevel, Assistant Director of Communications for consultation and assistance in developing talking points, media statements or messages to parents. In addition, IASA's online monthly magazine, *Leadership Matters*, is one of IASA's main communications vehicles. The magazine includes messages from IASA Executive Director Dr. Brent Clark as well as stories about innovative, successful programs from peers throughout the state and issues important to public education in Illinois.

Ways to Stay Connected with IASA

There are a variety of ways you can stay connected with IASA.

Twitter: Follow IASA on Twitter @IllinoisASA or follow Executive Director @docclark05, Director of Governmental Relations @IllinoisASAGR, Director of Professional Development @rvoltz and Legal Counsel @sboucek.

Facebook: Follow IASA on Facebook by "liking" the Illinois Association of School Administrators page.

Website: The IASA Website (www.iasaedu.org) is the source for a quick intel briefing for members featuring news and access to information you can't get anywhere else. Find a live Twitter feed, a calendar of events, details on upcoming professional development programs, online registration for conferences, comprehensive video and podcast library and access to all IASA publications as well as a member's only access to documents.

Eye on Education: IASA's newest resource continues to be popular with members. Track late breaking news and information through the electronic news feed *Eye on Education*, delivered to you daily via email.

IASA Mobile App: Get top stories and breaking news and information directly on your smart phone or mobile device by downloading the free IASA App. The IASA App gives you mobile access from anywhere to what is happening at IASA! The app is free to use and can be downloaded on Google Play, the Apple App Store (search for IllinoisASA) or by scanning the QR code here:





IASA Podcasts: IASA on a regular basis produces podcasts on important issues facing public education in Illinois. You can access these podcasts at iasaedu.org, the IASA mobile app, Apple Podcasts or Google Play. Tune in frequently to hear interviews with special guests providing insight on important education-related issues. If you haven't done so already, you'll want to check out this new tool!

Legislative Advocacy

IASA provides a full-time Director of Governmental Relations, Diane Hendren, to track legislation in the General Assembly and advocate on behalf of our members. Timely updates and political analysis are provided to members through Capitol Watch reports. Lobbying activities are coordinated with the other members of the Illinois Statewide School Management Alliance, including the Illinois Association of School Boards, the Illinois Principals Association and the Illinois Association of School Business Officials. Members also receive a guide to members of the General Assembly and constitutional officers as well as meetings and seminars with elected and government officials.

In addition, the Alliance Legislative Report continues to be delivered via e-mail. It offers a straightforward report on bills affecting public education.

Networking Opportunities with Colleagues

The IASA Annual Conference is held in the fall and the Alliance Leadership Summit is held in February of odd-numbered years. In addition to national-level speakers and professional development opportunities, these events offer unique opportunities to network with colleagues from around the state. Monthly region meetings offer regular opportunities to communicate with peers about timely issues common to educational leaders.

IASA Annual Conference

The IASA Annual Conference offers members the opportunity to hear from nationally known speakers as well as participate in breakout sessions and other professional development opportunities. The 2018 Annual Conference is scheduled for September 26-28 at the President Abraham Lincoln Hotel and The BOS Center.

Alliance Leadership Summit

The biennial Alliance Leadership Summit is held in February of odd-numbered years. It is designed for school administrators, school board members, school business officials and principals to gather to strategize, discuss issues and visit with legislators. The 2019 Alliance Leadership Summit is scheduled for February 26-27, 2019 in downtown Springfield.

Other Programs

The Alliance

In the Spring of 1993, the executive directors of the four statewide educational management associations—Illinois Association of School Administrators, Illinois Association of School Boards, Illinois Association of School Business Officials and Illinois Principals Association—solidified discussions concerning joint efforts, including but not limited to legislation, and formed the Illinois Statewide School Management Alliance.

The Alliance structure allows the four associations to pool their resources and personnel, thus presenting strong, unified positions on education issues before the Illinois State Board of Education, Illinois General Assembly, and Office of the Governor. Under the umbrella of the Illinois Statewide School Management Alliance, the executive directors of the participating associations coordinate several programs in areas including school finance, insurance, energy, and professional development. Continued improvements in the Alliance relations are achieved through the practice of focusing on matters of mutual interest with respect for each of the Alliance partners' need to maintain autonomy.

The Illinois Energy Consortium

The Illinois Energy Consortium, a joint energy-purchasing consortium sponsored by IASA, IASB and Illinois ASBO, provides utilities to Illinois school districts at lower costs. It is the Midwest's largest energy purchasing pool. The IEC board consists of the executive director and three representatives from each of the sponsoring associations. For more information, visit www.illec.org.

ISDLAF+

The Illinois School District Liquid Asset Fund Plus ("The Fund") offers a variety of opportunities to school districts for the investment and management of funds, which includes school districts and community colleges in Illinois. Since its inception, ISDLAF+ is the only investment program sponsored by three separate benchmark associations: IASA, Illinois ASBO, and IASB. Each recognizes the fund as being powerfully and uniquely suited to the needs of Illinois school districts—providing the ideal mix of safety, liquidity, and yield. For more information, visit www.isdlafplus.com.

P-Card

The P-Card (Procurement Card) Program continues to grow each year. A popular benefit of the program is the rebate that is given



to each participating school district. Rebate amounts are based on the total volume each school spends. In addition, the P-Card streamlines the purchasing process, reduces the purchase order paperwork, increases budget and internal controls, provides better reporting, and reduces the cost of making monthly payments to vendors. While it looks like a credit card, the P-Card does not have a revolving monthly credit. The balance is paid in full every month. For more information about this IASA, IASB, Illinois ASBO, and IPA sponsored program, visit www.illinois-pcard.com.

5Sight

The “5Sight” Tool developed by Forecast5 Analytics is a dynamic business intelligence tool that allows school districts to drive decisions with competitive insight and peer analysis opportunities. The Forecast5 platform includes cloud-based business intelligence software, interactive visuals and a collaborative analytics engine. For more information, visit www.forecast5analytics.com.

ISEBC & MSEBP

The Illinois Schools Employee Benefits Consortium (ISEBC) and the Metropolitan Schools Employee Benefits Program (MSEBP) include a proprietary fully insured, comprehensive group health insurance plan that offers member school districts the opportunity to provide employees health benefits at affordable prices. The customizable benefit packages include flexibility with coverage and deductibles, life insurance, short- and long-term disability, dental, vision and COBRA among other features. ISEBC serves all counties statewide with the exception of Cook and the collar counties. The MSEBP serves the Cook and collar counties.

BuyBoard

BuyBoard is an online purchasing cooperative designed to streamline the purchasing process and help members make confident buying decisions. It is a free, value-added service that is available to IASA members. BuyBoard leverages the power of a nationwide network of purchasers to drive down prices of commodities, goods, and services. Because of this, IASA members are able to leverage better pricing from vendors. There are many well-known brand names on the product list. Members can place orders on the secure website or fax purchase orders for same-day processing.

NaviGate Prepared

NaviGate Prepared is a company that is focused on school and campus safety. It has an array of products and services that include a Safety Plan Wizard that has been made available free of charge to all K-12 Illinois schools. Other products and services include the storing of school safety plans, call lists, building maps, and 360-degree photography of key building areas in a secure cloud environment that offers authorized users and first responders instant access to this important information around the clock.

myON

myON is an award-winning personalized literacy platform that offers learners easy access to great content. The myON digital book library, contains thousands of enhanced and age-appropriate titles for preK-12, and is matched to each individual learner’s interests, grade and Lexile® reading level and is available 24/7 year-round. MyOn has daily news articles written for students and has cutting-edge literacy tools. Embedded metrics allow you to monitor activity and growth. This year IASA and myOn participated in the third annual “Get Illinois Reading Campaign” a statewide initiative to get students excited about summer reading. Participating districts can give their students summertime access to myON’s personalized reading platform.

Environmental Consultants, LLC “Tools for Schools”

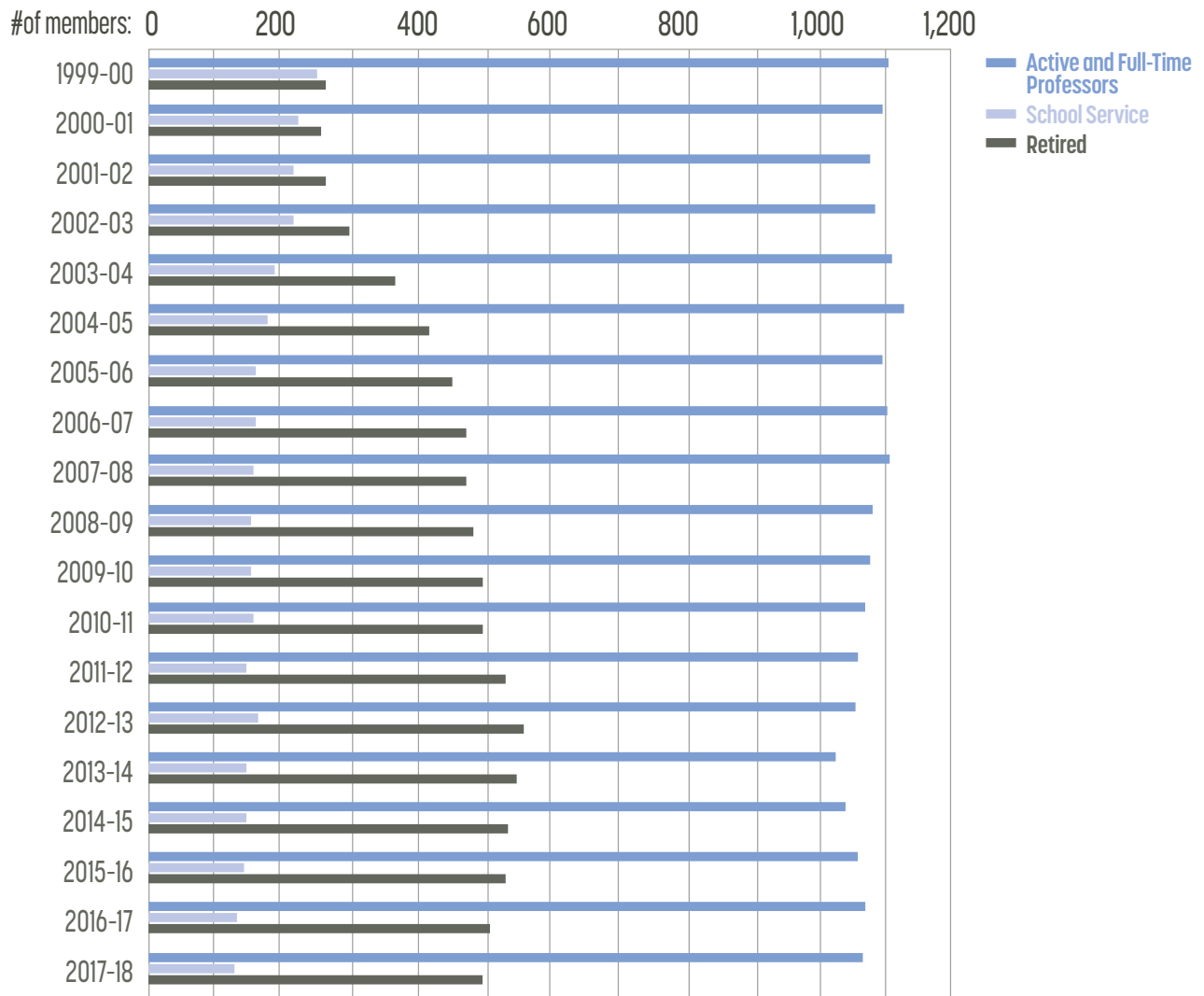
In an attempt to get out ahead of environmental issues, such as the new law that requires schools to install carbon monoxide detectors, Environmental Consultants, LLC sponsorship program offers a free program to assist school districts. The program “Tools for Schools” includes a kit to help school districts develop a framework for managing buildings and mitigating environmental issues. Download a copy of the Tool for Schools kit at: <https://www.epa.gov/iaq-schools>.

SchoolGuard

SchoolGuard®, developed by Guard911, is a smartphone app that provides a panic button for teachers and staff on their phone by immediately alerting nearby law enforcement through the Hero911® rapid-response network, while simultaneously calling 911 with the touch of a single button. Guard911 is a sponsored program. There is a one-time only setup/activation fee with a monthly service fee thereafter which includes unlimited, approved users. The app is designed to protect K-12 schools against senseless acts of violence by shortening the police notification and subsequent response time.

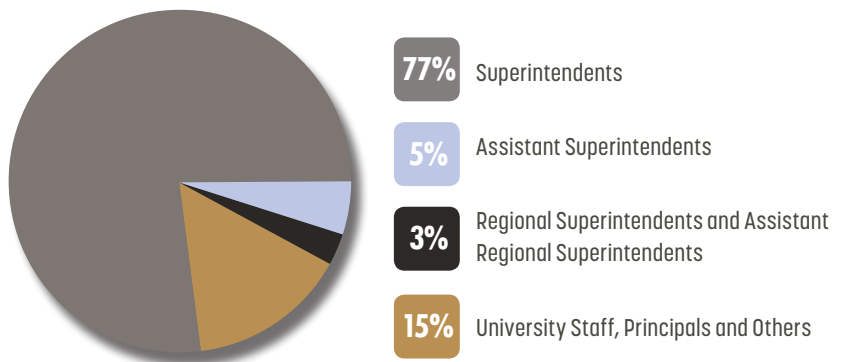
Membership Reports

IASA Membership Growth Since FY 2000:



2017-2018 IASA Active and Full-Time Professor Membership Analysis:

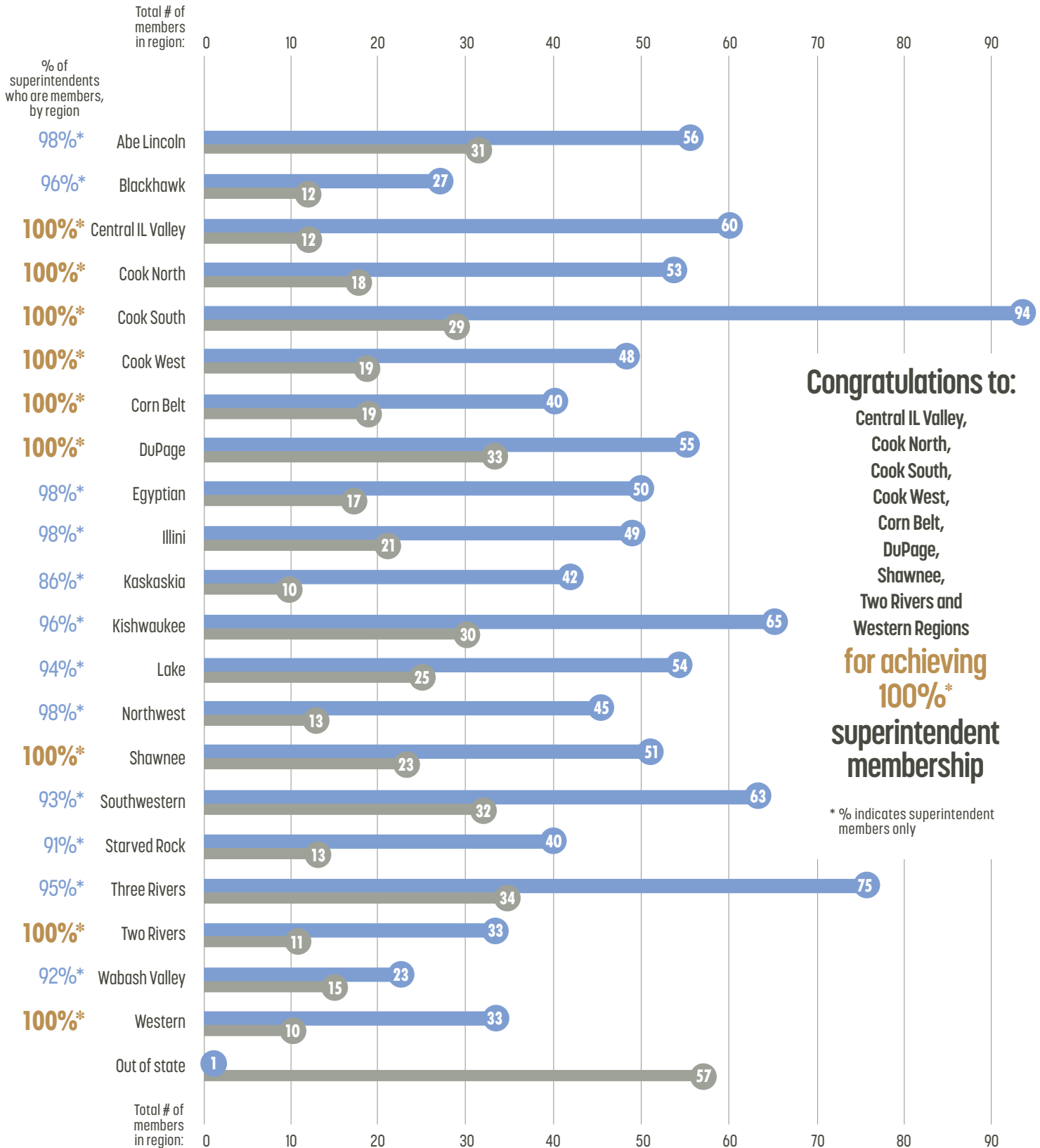
The following chart shows a breakdown of the 2017-2018 Active and Full-Time Professor membership categories. 814 superintendents are IASA members, or over 95% of the state's 857 operating school districts.



2017-2018 IASA Regional Membership Analysis:

The following chart shows the 2017-2018 membership for Active and Retired Members by Regions.

Active and Full-Time Professors
Retired



Congratulations to:

Central IL Valley,
Cook North,
Cook South,
Cook West,
Corn Belt,
DuPage,
Shawnee,
Two Rivers and
Western Regions

for achieving
100%*
superintendent
membership

* % indicates superintendent members only

2017-2018 IASA Board of Directors Officers



President
Dr. Thomas E. Bertrand
Superintendent
Rochester CUSD #3A



President-Elect and At-Large Director
Dr. Sheila Harrison-Williams
Superintendent
Hazel Crest SD #152-5



Past President
Derek Hutchins
Superintendent
Crab Orchard CUSD #3



Secretary and Wabash Valley
Timothy Buss
Superintendent
Wabash CUSD #348



Treasurer and Two Rivers
Paula Hawley
Superintendent
Pikeland CUSD #10

2017-2018 IASA Board of Directors Members



Abe Lincoln
Dr. Vic Zimmerman
Superintendent
Monticello CUSD #25



Blackhawk
Ronald Jacobs
Superintendent
Riverdale CUSD #100



Central Illinois Valley
Dr. Roger L. Alvey
Superintendent
Illini Bluffs CUSD #327



Cook North
Dr. Judith A. Hackett
Superintendent
NW Suburban Sp. Ed. Org.



Cook South
Dr. Jeff Stawick
Superintendent
CCSD #146



Cook West
Dr. Timothy B. Kilrea
Superintendent
Lyons Twp HSD #204



Corn Belt
Gary R. Tipsord
Superintendent
LeRoy CUSD #2



DuPage
Victoria L. Tabbert
Superintendent
Queen Bee SD #16



Egyptian
Jeff Fetcho
Superintendent
Hamilton County CUSD #10



Illini
Barbara Thompson
Superintendent
Fisher CUSD #1

2017-2018 IASA Board of Directors Members



Kaskaskia
Dr. Scott E. Doerr
Superintendent
Nokomis CUSD #22



Kishwaukee
Dr. Dan Johnson
Superintendent
Johnsborg CUSD #12



Lake
Julie A. Schmidt
Superintendent
Kildeer Countryside CCSD #96



Northwest
Dr. Mark D. Hansen
Superintendent
Eastland CUSD #308



Shawnee
Stephen Murphy
Superintendent
Carbondale CHSD #165



Southwestern
Michael S. Sutton
Superintendent
Highland CUSD #5



Starved Rock
Mark R. Cross
Superintendent
Peru ESD #124



Three Rivers
Dr. Scott Goselin
Superintendent
Bradley SD #61



Western
Kim Schilson
Superintendent
Illini West HSD #307

Region Presidents

CHAIR	Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A
ASSOCIATE CHAIR	Dr. Sheila Harrison-Williams, Supt., Hazel Crest SD #152-5

REGION

Abe Lincoln	Brett A. Robinson, Supt., Cerro Gordo CUSD #100
Blackhawk	Doug O'Riley, Supt., Galva CUSD #224
Central IL Valley	Dr. Chad Wagner, Supt., Elmwood CUSD #322
Cook North	Dr. Dane A. Delli, Supt., Glenview CCSD #34
Cook South	Dr. Kimako Patterson, Supt., Prairie-Hills ESD #144
Cook West	Dr. Mark L. Kuzniewski, Supt., Brookfield LaGrange Park SD #95
Corn Belt	Dr. David Mouser, Supt., Tri-Valley CUSD #3
DuPage	Dr. John Corbett, Supt., Wood Dale SD #7
Egyptian	Timothy P. O'Leary, Supt., Pinckneyville SD #50
Illini	Lance Landeck, Supt., Oakland CUSD #5
Kaskaskia	Dr. Wes Olson, Supt., Bond County CUSD #2
Kishwaukee	Dr. Lynn Gibson, Supt., Hononegah CHD #207
Lake	Ellen L. Correll, Supt., Grayslake CCSD #46
Northwest	Timothy J. Schurman, Supt., Chadwick-Milledgeville CUSD #399
Shawnee	Nathaniel L. Wilson, Supt., DeSoto Cons SD #86
Southwestern	Jonathan D. Green, Supt., Millstadt CCSD #160
Starved Rock	Kirk Haring, Supt., Princeton HSD #500
Three Rivers	Dr. Diane Cepela, Supt., Fairmont SD #89
Two Rivers	Dr. Kevin Blankenship, Supt., Scott-Morgan CUSD #2
Wabash Valley	Julie Kraemer, Supt., Hutsonville CUSD #1
Western	D. Todd Fox, Supt., Southeastern CUSD #337

Governing Board and Committees

IASA accomplishments are always tied to the commitment of the IASA Governing Board members working as both individuals and leaders of the various IASA Committees. The Governing Board is the primary decision-making body of IASA, consisting of members of the 21 regions and up to two at-large representatives.

IASA has three Super Regions: Northcentral, Northeastern, and Southern. Each consists of seven IASA Regions from which the IASA Governing Board rotationally elects the IASA President. A map indicating the boundaries of the 21 IASA Regions and three Super Regions is included on page 26 of this report.

Dr. Thomas E. Bertrand of Rochester Community Unit District #3A (Northcentral Super Region) served as President for the 2017-2018 year, with Dr. Sheila Harrison-Williams of Hazel Crest District #152-5 (Northeastern Super Region) becoming President on July 1, 2018 for the 2018-2019 year. Paula Hawley of Pikeland CUSD #10 (Southern Super Region) was voted President-Elect and will become President on July 1, 2019.

In the event that a Super Region has no candidate for the position of president-elect in any given year, the rotation would then pass to the next Super Region in the rotation. The Super Region that declined to put forth a candidate would be eligible for the election of a president-elect during its next turn in the rotation. For the purpose of running for and holding presidential offices of the IASA, a member's Super Region will be determined at the time of the election. Should a member move from the Super Region during the time of serving as the IASA President-Elect, President, or Immediate Past-President, it will have no impact on office eligibility.

The Governmental Relations and Advocacy Committee (GRAC) continues to function as the legislative workhorse of the Association. Before being brought before the Governing Board for adoption, the GRAC reviews and develops the resolutions and position statements. A current list of the IASA Resolutions and Position Statements are posted on the IASA website. On the federal legislative front, IASA coordinates with the AASA Legislative Corps.

The IASA-ISBE Advisory Committee meets regularly with the State Superintendent of Education and members of the ISBE staff to discuss and review matters of educational policy and programs.

The Professional Development Committee is a hands-on, working committee that designs and develops the IASA professional development programs and activities. Even though legislative activities continue to take a high profile position within the IASA, there continues to be a significant amount of activity and need in the area of professional development. In 2007, the Professional Development Committee made a recommendation to the Board of Directors to establish the "Dr. Walter H. Warfield and Dr. Jacob S. Broncato AAC Scholarship" and allow each region to award one scholarship annually. The recipients of this scholarship can attend one IASA Administrators' Academy Credit course at no cost, which will help to ensure that they meet the requirements for certificate renewal.

In addition to offering courses throughout the school year, the IASA School of Professional Development also offers courses as early bird sessions at the IASA Annual Conference and a special session at the Joint Annual Conference.

Established activities for new superintendents continue to be well-attended. Based on the numerous comments in letters, phone calls and e-mails, the weekly mailings to the new superintendents have also been well-received. IASA continues to work regularly with the IASB, Illinois ASBO and IPA to meet the professional development needs of its respective members. A guiding principle for the work done here is not to duplicate programs that would compete for the limited time and money administrators have to spend on professional development.

The Membership and Communications Committee's focus is on communications and public relations and the recruitment and retention of members in all of the IASA membership categories. Special emphasis remains on all active, school service and new superintendents. As the IASA communications outreach program continues to grow, this committee will serve as a resource and focus group for staff.

Although not required, joint membership in AASA is also encouraged. Within the AASA governance structure, Illinois is being represented by five members on the AASA Governing Board.

Committees

Region	IASA-ISBE ADVISORY COMMITTEE	GOVERNMENTAL RELATIONS & ADVOCACY COMMITTEE
	CHAIR: Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A, President ASSOCIATE CHAIR: Dr. Sheila Harrison-Williams, Supt., Hazel Crest SD #152-5, President-Elect	CHAIR: Dr. Scott E. Doerr, Supt., Nokomis CUSD #22 ASSOCIATE CHAIRS: Dr. Judith A. Hackett, Supt., Northwest Suburban Sp. Ed. Org. Dr. Victor Zimmerman, Supt., Monticello CUSD #25
Abe Lincoln	Dr. DeAnn Heck, Supt., Central A&M CUD #21	Adam Ehrman, Supt., New Berlin CUSD #16
Blackhawk	Shane Kazubowski, Supt., Wethersfield CUSD #230	Dr. Jay Morrow, Supt., United Twp HSD #30
Central IL Valley	Dr. Chad D. Allison, Supt., IL Valley Central USD #321	Shannon Duling, Supt., Princeville CUSD #326
Cook North	Dr. Judith A. Hackett, Supt., Northwest Suburban Sp. Ed. Org.	Dr. Scott B. Thompson, Supt., Palatine CCSD #15
Cook South	Dr. Kevin B. Russell, Supt., Chicago Ridge SD #127-5	Dr. Darryl Taylor, Supt., Lincoln ESD #156
Cook West	Dr. Jennifer Kelsall, Supt., Ridgewood CHSD #234	Dr. Edward J. Condon, III, Supt., River Forest SD #90
Corn Belt	Dr. Dale K. Hastings, Supt., Milford Area Public SD #124	Dr. Andrew S. Wise, Supt., Olympia CUSD #16
DuPage	Dr. Michael C. Connolly, Supt., Keeneyville SD #20	Dr. Robert M. Carlo, Supt., Darien SD #61
Egyptian	Richard E. Towers, Supt., Christopher USD #99	Keith John Hagene, Supt., Pinckneyville CHSD #101
Illini	Dr. Lindsey Hall, Supt., Mahomet-Seymour CUSD #3	Dr. Crystal Johnson, Supt., Rossville-Alvin CUSD #7
Kaskaskia	Aaron Hopper, Supt./Principal of Panhandle CUSD #2	Jeff Strieker, Supt., Breese ESD #12
Kishwaukee	Dr. Debbie Ehlenburg, Supt., Alden Hebron SD #19	Dr. Travis McGuire, Supt., Hinckley Big Rock CUSD #429
Lake	Dr. John P. Ahlgrim, Supt., Warren Twp HSD #121	Dr. Brian Harris, Supt., Barrington CUSD #220
Northwest	Dr. Jeff Thake, Supt., Amboy CUSD #272	Thomas D. Mahoney, Supt., Oregon CUSD #220
Shawnee	Dr. Keith Oates, Supt., Marion CUSD #2	Dr. Steve Webb, Supt., Goreville CUD #1
Southwestern	Dr. Darcy G. Benway, Supt., O'Fallon Twp HSD #203	Leigh A. Lewis, Supt., Triad CUSD #2
Starved Rock	Michael J. Pillion, Supt., Oglesby ESD #125	Matthew Seaton, Supt., Streator Twp HSD #40
Three Rivers	Dr. John Palan, Supt., Grant Park CUSD #6	Dr. Cheryl McCarthy, Supt., Joliet Twp HSD #204
Two Rivers	Dr. Donna Veile, Supt., Payson CUSD #1	Dr. Kerry L. Cox, Supt., Carrollton CUSD #1
Wabash Valley	Jeff Fritchtnitch, Supt., Altamont CUSD #10	William J. Fritcher, Supt., Teutopolis CUSD #50
Western	Dr. Mike Curry, Supt., Abingdon-Avon CUSD #276	Kathy Dinger, Supt., Bushnell-Prairie City CUSD #170
	LIAISON: Dr. William H. Phillips, ICPEA LIAISON: Thomas F. Leahy, IL Assoc. of School Boards	

Committees

Region	MEMBERSHIP & COMMUNICATIONS COMMITTEE	PROFESSIONAL DEVELOPMENT COMMITTEE
	CHAIR: Mark R. Cross, Supt., Peru ESD #124 ASSOCIATE CHAIRS: Jeff Fetcho, Supt., Hamilton Co CUSD #10 Victoria L. Tabbert, Supt., Queen Bee SD #16	CHAIR: Michael S. Sutton, Supt., Highland CUSD #5 ASSOCIATE CHAIRS: Dr. Scott Goselin, Supt., Bradley SD #61 Kim Schilson, Supt., Illini West HS Dist #307
Abe Lincoln	Curtis Nettles, Supt., Clinton CUSD #15	Dr. Kristen Kendrick-Weikle, Supt., Warrensburg-Latham CUSD #11
Blackhawk	Vacant	Dr. Terri VandeWiele, Supt., Silvis SD #34
Central IL Valley	Dan Mair, Supt./Principal of Germantown Hills SD #69	Dr. Kyle W. Freeman, Supt., Washington CHSD #308
Cook North	Dr. Raymond E. Lechner, Supt., Wilmette SD #39	Dr. Dane A. Delli, Supt., Glenview CCSD #34
Cook South	Dr. Donna Leak, Supt., CCSD #168 - Sauk Village	Dr. Tina L. Halliman, Supt., Cook County SD #130
Cook West	Dr. David Katzin, Supt., Franklin Park SD #84	Kim Petrasek, Supt., Mannheim SD #83
Corn Belt	Jon Kilgore, Supt., Pontiac Twp HSD #90	Dr. Linda L. Dvorak, Supt., Iroquois West CUSD #10
DuPage	Dr. Tim Arnold, Supt., Center Cass SD #66	Dr. Jon Bartelt, Supt., Bloomingdale SD #13
Egyptian	Brad Lee, Supt., Carmi-White County CUSD #5	Erik Estill, Supt., Rome CCSD #2
Illini	Rodney Grimsley, Supt./Principal of Gifford CCSD #188	Dr. Donald D. Owen, Supt., Urbana SD #116
Kaskaskia	Joseph Novsek, Supt., Carlyle CUSD #1	Dr. Tami Kampwerth, Supt., Aviston SD #21
Kishwaukee	Glenn Terry, Supt., Rockton SD #140	Dr. Kim Suedbeck, Assistant Supt., Hononegah CHD #207
Lake	Dr. Andy Henrikson, Supt., Mundelein ESD #75	Dr. Keely Roberts, Supt., Zion ESD #6
Northwest	Dr. Tad Everett, Supt., Sterling CUSD #5	Dr. Michael P. Schiffman, Supt., Freeport SD #145
Shawnee	Edwin Shoemate, Supt., Cobden USD #17	Christopher S. Grode, Supt., Murphysboro CUSD #186
Southwestern	Peggy Burke, Supt., Whiteside SD #115	Dr. Julie M. Brown, Supt., Pontiac-W Holliday SD #105
Starved Rock	Dr. Matthew J. Wilkinson, Supt., Streator ESD #44	Michael Patterson, Supt., Malden CCSD #84
Three Rivers	Amy B. Smith, Supt., Newark CHSD #18	Cathie Pezanoski, Supt., Elwood CCSD #203
Two Rivers	Dr. Kate Sievers, Supt., Calhoun CUSD #40	David C. Roberts, Supt., Winchester CUSD #1
Wabash Valley	Mark E. Doan, Supt., Effingham CUSD #40	Todd Butler, Supt., Cumberland CUSD #77
Western	Dr. Ryan Olson, Supt., LaHarpe CSD #347	Jeff T. Whitsitt, Supt., United CUSD #304

Committees

BUDGET COMMITTEE

CHAIR Paula Hawley, Supt., Pikeland CUSD #10

MEMBERS Dr. Thomas E. Bertrand, Supt., Rochester CUSD #3A

Timothy Buss, Supt., Wabash CUSD #348

Dr. Sheila Harrison-Williams, Supt., Hazel Crest SD #152-5

Derek Hutchins, Supt., Crab Orchard CUSD #3

Julie A. Schmidt, Supt., Kildeer Countryside CCSD #96

Dr. Jeff Stawick, Supt., CCSD #146

Gary R. Tipsord, Supt., LeRoy CUSD #2

BYLAWS COMMITTEE

CHAIR Dr. Mark D. Hansen, Supt., Eastland CUSD #308

MEMBERS Dr. Timothy B. Kilrea, Supt., Lyons Twp HSD #204

Stephen Murphy, Supt., Carbondale CHSD #165

IASA Permanent Goals

To be the most respected and effective educational association in Illinois; and to be the best school administrator's association in the country

IASA Platform

- All students must be educated to their fullest potential.
- The public school system must provide all students with the opportunity to develop skills and the desire to be lifelong learners.
- The continuation of American democracy is predicated on an educated and participatory citizenry.
- A quality education is essential for enlightened citizenship, purposeful employment, and meaningful life experiences.
- Public school system graduates must be able to compete successfully in a global economy.
- Public education must ensure and actively promote an appreciation for cultural diversity.
- Schools must be safe environments.
- All citizens must share in the responsibility to support a progressive and technologically advanced public school system.
- The State has the primary responsibility for ensuring adequate & equitable financing of the public school system.
- The appropriation of public funds for education should be limited to the public school system.
- School administrators must always strive for an efficient system of quality educational programs and services.
- All educators must work cooperatively to coordinate the talents of all involved in the process of teaching and learning.
- Administrators must provide leadership and information to boards of education and other policy makers at the local/state and national levels.
- Administrators must involve the whole community in the education of its children.
- The school district superintendent is the educational leader of the school district and the community it serves.
- The school district superintendent must promote ethnic, racial and gender equity.
- The school district superintendent must assist parents in meeting their responsibilities as active participants in the educational process.
- The school district superintendent must be an advocate for the employment and maintenance of a quality teaching and support staff.
- A successful public school system begins with a strong working relationship between the board of education and the superintendent.

Thank You

Recognition of School Service Member Sponsorships 2017-18

IASA would like to extend a special Thank You to the sponsors of this year's events. We appreciate the dedication and continued support of our School Service Members that make these and many other events possible.

IASA School for Advanced Leadership (ISAL):

- Ameresco, Inc.
- FGM Architects, Inc.
- Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP
- PMA Financial Network, Inc./ISDLAF+
- Single Path, LLC

IASA Calendar Mouse Pad:

- Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP

IASA New Superintendents' Conference:

- American Fidelity
- Ameresco, Inc.
- Illinois Association of School Boards
- Stifel

Superintendents of Distinction:

- Horace Mann Companies

Illinois Superintendent of the Year Reception:

- American Fidelity
- ECRA Group, Inc.
- Environmental Consultants, LLC
- NaviGate Prepared

2017 IASA Annual Conference Sponsors:

Legacy

- Ameresco, Inc.
- American Fidelity
- ECRA Group, Inc.
- First Midstate Incorporated
- Horace Mann Companies
- Illinois Energy Consortium
- Miller, Tracy, Braun, Funk & Miller, Ltd.
- PMA Financial Network, Inc./ISDLAF+
- Southern Illinois University

Premier

- Blackboard, Inc.
- Discovery Education
- Kings Financial Consulting, Inc.
- Lifetouch School Portraits
- NaviGate Prepared
- NWEA
- Single Path, LLC
- Standard for Success
- Stifel

Continuous School Service Members

School Service Membership in IASA sends a clear message that businesses are supportive of the work of IASA and its membership. We at IASA are appreciative of the commitment of the School Service Members and have provided additional recognition to them based on the number of years of continuous membership in four groups: Platinum—20 or more years; Gold—10 to 19 years; Silver—6 to 9 years; and Bronze—3 to 5 years.

PLATINUM

Ameren Illinois
Arbor Management, Inc.
Berg Engineering Consultants, Ltd.
BLDD Architects, Inc.
Central States Bus Sales, Inc.
Chapman and Cutler LLP
Estes, Bridgewater & Ogden
Franczek Radelet P.C.

FGM Architects, Inc.
Healy, Bender & Associates, Inc.
Hurst-Rosche Engineers, Inc.
Ideal Environmental Engineering, Inc.
Ittner Architects, Inc.
JH2B Architects, Inc.
Miller, Hall & Triggs, LLC

Miller, Tracy, Braun, Funk & Miller, Ltd.
Richard L. Johnson Associates, Inc.
Schuyler, Roche & Crisham, P.C.
Speer Financial, Inc.
The Sandner Group-Alternative Risk Solutions
Whitt Law LLC
Whitted+Takiff+Hansen LLC

GOLD

American Fidelity
Armstrong, Torseth, Skold & Rydeen, Inc.
AXA Advisors, LLC
Bushue Human Resources, Inc.
BRIC Partnership, LLC
Cordogan, Clark & Assoc., Inc.
CTS Group
Fanning Howey
Farnsworth Group, Inc.
First Midstate Incorporated
Forecast5 Analytics
Hauser Izzo, LLC
Holland Construction Services, Inc.
Horace Mann Companies
Illinois Energy Consortium

Klein, Thorpe & Jenkins, Ltd.
LJ Hart & Company
Midwest Transit Equipment, Inc.
Ottosen Britz Kelly Cooper Gilbert & DiNolfo, Ltd.
PMA Securities, Inc.
Phillips & Associates Architects, Inc.
PFM Asset Management Illinois Trust
Security Alarm Corp.
Stalker Sports Floors
Stifel
Sturdisteel Co.
The Egyptian Trust
Trane
Wight & Company
WRF Engineers, LLC

SILVER

Ameresco, Inc.
American Central Insurance Services
Baysinger Architects, PLLC
ECRA Group, Inc.
GRP
Hodges, Loizzi, Eisenhammer, Radick & Kohn LLP
IEC/NextEra Energy Services
Kings Financial Consulting Inc.
Lamp Incorporated
Lincoln Investment
Phillips & Associates Architects, Inc.
Poettker Construction
Southern Bus and Mobility, Inc.
Special Education Services
Tria Architecture, Inc.

BRONZE

Abraxas Youth & Family Services
Becker, Hoerner, Thompson & Ysursa, P.C.
Blackboard
BuyBoard
Computer Information Concepts, Inc.
Consortium for Educational Change
eRateProgram, LLC
Energy Systems Group

Frederick Quinn Corporation
Graham & Hyde Architects, Inc.
Guin Mundorf, LLC
Hauser Izzo, LLC
Henry Bros. Co.
J.W. Terrill
JMA Architects
Latham & Associates Inc.
myON

OpTerra Energy Services
Quality Network Solutions
Quest Food Management Services, Inc.
Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.
S.M. Wilson & Co.
Single Path, LLC
Standard For Success, LLC
The Meemic Foundation
The Voyager Group Ltd.
Zukowski Law Offices

Corporate Partners

Corporate Partnerships further the mission of IASA through enhanced opportunities for businesses that supply schools with materials, equipment, programs and services to communicate and otherwise interact with the IASA and its members. The Corporate Partner Events offer excellent opportunities for Corporate Partners to experience quality face-to-face time with school leaders. IASA would like to extend a special thanks to the following Corporate Partners for 2017-2018. We appreciate the dedication and continued support of all IASA School Service Members. If your firm is interested in participating in IASA's Corporate Partner Program, please contact Cherry Middleton, Director of Operations and Facilities, at 217-753-2213 or email at cmiddleton@iasaedu.org.



PRESIDENT'S CIRCLE

American Fidelity
 ECRA Group, Inc.
 Illinois Energy Consortium
 PMA Financial Network, Inc./ISDLAF+
 Southern Illinois University



PLATINUM

Ameresco, Inc.
 Forecast5 Analytics
 Illinois Schools Employee Benefits Consortium
 Metropolitan Schools Employee Benefits Program



GOLD

Hodges, Loizzi, Eisenhammer, Rodick & Kohn LLP
 Horace Mann Companies
 myON
 NaviGate Prepared
 Stifel



SILVER

Blackboard Inc.
 BuyBoard, Inc.
 Environmental Consultants, LLC
 FGM Architects, Inc.
 First Midstate Incorporated
 Kings Financial Consulting, Inc.
 Miller, Tracy, Braun, Funk & Miller, Ltd.
 Single Path
 The College Board

IASA Past Presidents

- | | | | | | |
|------|------------------------------------------------------------|------|-------------------------------------------------------------|------|-------------------------------------------------------------------------------------|
| 2017 | Derek Hutchins, Supt.,
Crab Orchard CUSD #3 | 1995 | H. Darrell Dick, Int. Supt.,
Antioch Comm #117 | 1971 | Maurice P. Clark, Supt.,
Western Springs |
| 2016 | Jane L. Westerhold, Supt.,
Des Plaines CCSD #62 | 1994 | William E. Hill, Supt., Charleston #1 | 1970 | Van Miller, Prof. of Ed. Admin.,
University of IL-Champaign |
| 2015 | Scott D. Kuffel, Supt.,
Geneseo Comm Unit #228 | 1993 | Elise S. Grimes, Supt.,
La Grange Highlands #106 | 1969 | E.H. Schultz, Supt., Homewood |
| 2014 | Steve Webb, Supt.,
Goreville Comm Unit #1 | 1992 | Jerry L. Parker, Supt., Pekin #105 | 1968 | W.E. McAllister, Supt., Centralia |
| 2013 | Kathryn J. Robbins, Supt.,
Leyden Comm HS #212 | 1991 | Richard M. Carrabine, Supt.,
Bloom Twp HS #206 | 1967 | Virgil H. Judge, Supt., Mattoon |
| 2012 | David W. Messersmith, Supt.,
Bushnell-Prairie City #170 | 1990 | Howard T. Jackson, Supt.,
Robinson #2 | 1966 | David J. Heffernan, Asst. Supt., Chicago |
| 2011 | Gary Kelly, Supt., DuQuoin #300 | 1989 | Ronald W. Simcox, Supt.,
Hinsdale #181 | 1965 | Fred C. McDavid, Supt., Peoria |
| 2010 | Rick Schmitt, Supt., Sandwich #430 | 1988 | Walter H. Warfield, Supt., Mattoon #2 | 1964 | Everett F. Kerr, Supt., Blue Island |
| 2009 | Robert E. Gillum, Supt.,
Ball Chatham CU #5 | 1987 | Donald E. Barnes, Supt.,
Western Springs #101 | 1963 | J. Harold Voshall, Supt., Pittsfield |
| 2008 | Thomas F. Leahy, Supt., Quincy #172 | 1986 | Harold R. Baum, Supt.,
Valmeyer Comm #3 | 1962 | Harold H. Metcalf, Supt., Bloom Twp HS
and Community College-
Chicago Heights |
| 2007 | Randolph L. Tinder, Supt.,
Forest Park #91 | 1985 | Paul W. Jung, Supt., Des Plaines CC
#62 | 1961 | Jewell A. Mann, Supt., Jacksonville |
| 2006 | Brent J. McArdle, Supt., Lexington #7 | 1984 | Thomas K. Oates, Supt.,
Panhandle Unit #2 | 1960 | Ralph E. Clabaugh, Supt.,
Arlington Heights |
| 2005 | Marleis Trover, Supt., Vienna #13-3 | 1983 | Karl R. Plath, Supt.,
Highland Park/ Deerfield #113 | 1959 | Lester J. Grant, Supt., Decatur |
| 2004 | Donald E. Weber, Supt.,
Naperville #203 | 1982 | David McClintock, Supt.,
Nashville High School #99 | 1958 | L.O. Little, Supt., Quincy |
| 2003 | Harold E. Ford, Supt.,
Geneseo Comm Unit #228 | 1980 | Robert H. McKinney, Supt.,
Mannheim Elem #83 | 1957 | Guy E. Cornwell, Supt., Taylorville |
| 2002 | Daniel L. Meyer, Supt., St. Elmo #202 | 1979 | F. Leon Rodgers, Supt., Delavan | 1956 | Oscar M. Chute, Supt., Evanston |
| 2001 | Michael A. Wright, Supt., Morris #54 | 1978 | Charles Caruso, Supt., Deerfield | 1955 | J.A. Mason, Supt.,
Niles Twp HS, Skokie |
| 2000 | Brock Butts, Supt.,
Tremont Comm Unit #702 | 1977 | Loel Verble, Supt., Anna | 1954 | Franklin C. Thomas, Supt., Barrington |
| 1999 | R. Craig Whitlock, Supt.,
United Twp HS #30 | 1976 | David F. Byrne, Supt.,
Leyden High School, Franklin Park | 1953 | J.L. Buford, Supt., Mt. Vernon |
| 1998 | Thomas J. Dahncke, Supt.,
Nashville #49 | 1975 | C. Robert Leininger, Supt., River Bend | 1952 | Hal O. Hall, Supt., Belleville Twp HS and
Junior College |
| 1997 | Donald L. Gossett, Supt.,
Libertyville Comm #128 | 1974 | John G. Alford, Supt., Elmhurst | 1951 | E.H. Mellon, Supt., Champaign |
| 1996 | Ronald J. Yates, Supt.,
Pontiac Twp #90 | 1973 | Earl D. Patton, Supt., Springfield | 1950 | E.L. Alexander, Supt., Edwardsville |
| | | 1972 | Olin W. Stratton, Supt., Highland | 1949 | Millard D. Bell, Supt., Wilmette |
| | | | | 1948 | Earl H. Hanson, Supt., Rock Island |
| | | | | 1947 | Darrell R. Blodgett, Supt., Jacksonville |
| | | | | 1946 | M.E. Steele, Supt., Mendota |

IASA Staff

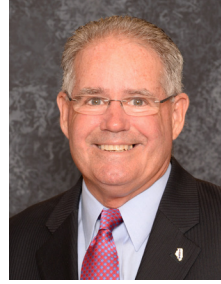
The talents and expertise of the staff are well distributed to address all of the IASA members' needs. The working personalities of the staff are conducive to effective and efficient work in all areas.



Dr. Brent Clark
Executive Director



Sara G. Boucek, J.D.
Associate Director/
Legal Counsel



Dr. Richard J. Voltz
Associate Director/
Professional Development



Diane L. Hendren
Director of Governmental
Relations/Chief of Staff



Cherry L. Middleton
Director of Operations
and Facilities



Mary Schaefer
Director of Communications
and Marketing



Jason M. Nevel
Assistant Director of
Communications



Dr. Gary T. Zabilka
Field Services Director



Dr. William H. Phillips
Field Services Director



Tim Bleyer
Field Services Director



Ralph Grimm
Field Services Director



Jodi Gillespie
Office Assistant/
Administrative



Misti Murphy
Office Assistant/Membership



Ashleigh Knudson
Office Assistant/
Governmental Relations



Marjorie Gladish
Office Assistant/
Graphic Designer

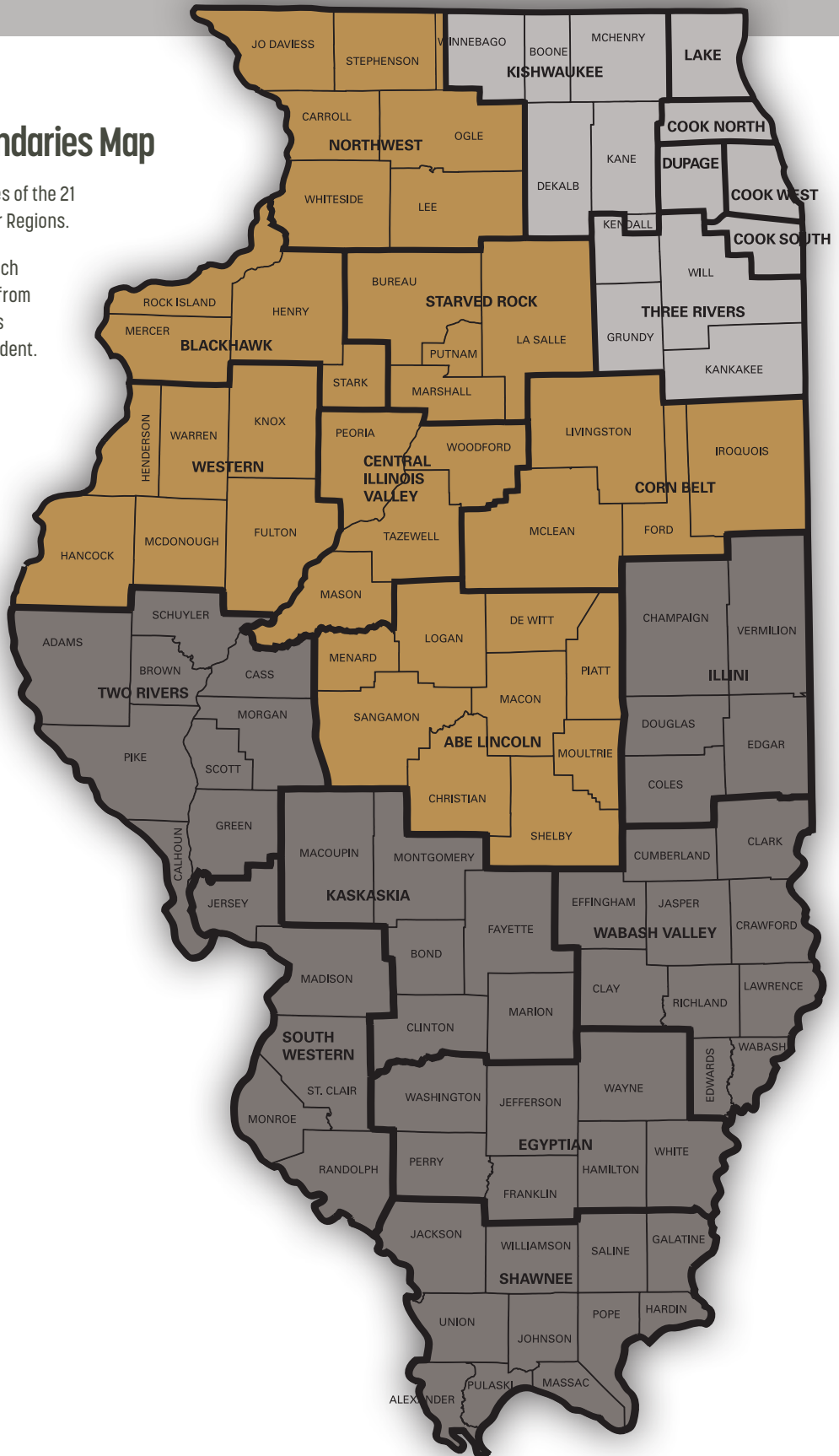


Melissa Arney
Office Assistant/
Professional Development

IASA Regional Boundaries Map

This map indicates the boundaries of the 21 IASA Regions and the three Super Regions.

IASA has three Super Regions, each consisting of seven IASA Regions from which the IASA Board of Directors rotationally elects the IASA President.



Super Regions

- Northcentral
- Northeastern
- Southern

Annual Business Meeting Minutes

2017 Report of the Secretary

The Secretary's Report consists of the Minutes of the IASA Annual Business Meeting held on Friday, September 29, 2017.

- I. Call to Order and Declare a Quorum is Present—President Dr. Thomas Bertrand
President Dr. Thomas Bertrand called the meeting to order at 9:50 a.m. A quorum was present.
- II. Acknowledgment of Dr. Jason D. Henry as Parliamentarian
President Bertrand appointed Dr. Jason D. Henry, Superintendent of Sesser-Valier Comm #196, to serve as Parliamentarian of the Annual Business Meeting.
- III. Approval of the September 30, 2016 Annual Meeting Minutes
There being no changes, a motion was made by Mr. Stephen Murphy, seconded by Ms. Victoria Tabbert, to approve the September 30, 2016 Annual Business Meeting Minutes as presented. The motion carried by a voice vote.
- IV. 2017 Annual Report
 - A. General Finances of the Association—Ms. Paula Hawley, Treasurer
Ms. Paula Hawley reported on the financial health of the association noting that IASA again finished the year ending June 30, 2017 in sound financial condition. She added the auditors noted the annual audit revealed no material findings or irregularities.
Ms. Paula Hawley thanked the members of the Budget Committee for their service and acknowledged the honor it is to serve as Treasurer this past year.
 - B. Executive Director's Report—State of the Association Report—Dr. Brent Clark, Executive Director
Dr. Brent Clark, Executive Director, thanked the Board of Directors and IASA staff for their service this

past year. His report began with a timeline of IASA from 2006-Present, highlighting the accomplishments over the past 11 years including the most recent, SB 1947 Evidence-Based Model being signed into law August 31, 2017. He noted other heavy issues need tackled, including, but not limited to:

- Teacher shortages
- Social and emotional health issues for students
- Continued annual funding for schools

Dr. Clark noted the challenges the membership faced the past couple of years have been difficult, but we have turned a corner.

A motion was made by Mr. Mark Cross to accept the Independent Auditor's Financial Summary as presented in the FY 2017 IASA Annual Report along with the acceptance of all reports. The motion was seconded by Mr. Jeff Fetcho and unanimously approved by a voice vote.

- V. Unfinished Business
There was no unfinished business.
- VI. New Business
There was no new business.
- VII. Adjournment
A motion was made by Ms. Victoria Tabbert to adjourn the meeting. The motion was seconded by Dr. Scott Goselin, and the meeting was declared adjourned at 11:40 a.m.

Respectfully submitted,

Tim Buss
Secretary and Wabash Valley Director

Independent Auditor's Financial Summary

Statement of Revenues and Expenses Year Ended June 30, 2017 IASA's Financial Portrait

Revenues

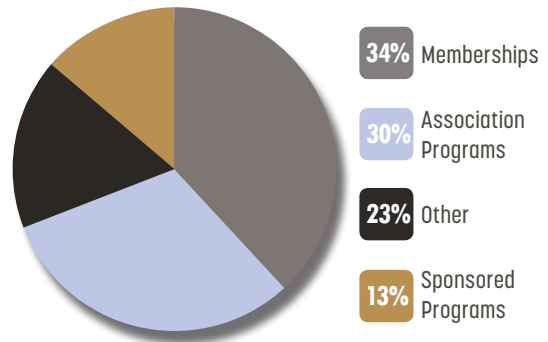
Memberships	\$ 1,200,322.00
Association Programs	1,084,690.00
Sponsored Programs	461,467.00
Other	816,433.00
Total Revenues	<u>\$ 3,562,912.00</u>

Expenses

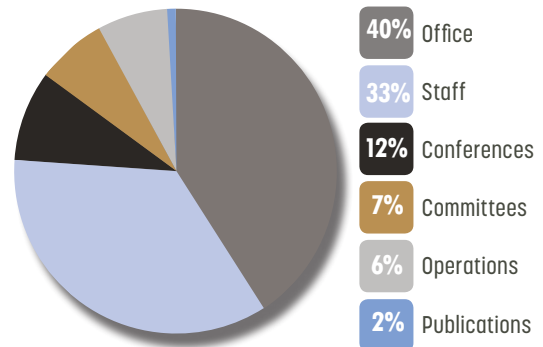
Staff	\$ 1,084,897.00
Office	1,289,966.00
Publications	64,811.00
Conferences	396,583.00
Committees	238,974.00
Operations	189,061.00
Total Expenses	<u>\$3,264,292.00</u>

Increase (Decrease) in Unrestricted Net Assets Before Other Changes in Net Assets	\$ 298,620.00
Other Changes in Net Assets	
Fixed asset additions	10,500.00
Depreciation expense	(83,511.00)
Payments on loan	152,737.00
Return of dues and legal support reimbursement	(3,676.00)
Separation liability	22,000.00
Increase (Decrease) in Unrestricted Net Assets	<u>396,670.00</u>
Unrestricted Net Assets—Beginning of Year	8,696,910.00
Unrestricted Net Assets—End of Year	<u>\$ 9,093,580.00</u>

Revenues



Expenses



Awards and Leadership



The IASA supports scholarship programs for administrators through the School Administrators Foundation for Education, a charitable corporation. The seven SAFE Trustees, who are members of the IASA Governing Board, each serve a three-year term. The SAFE Trustees are responsible for conducting the annual fund-raising activities and awarding scholarships.

James V. And Dorothy B. Moon Scholarship

The Moon Scholarship, established in memory of Dr. James V. Moon, is committed to improving education and the qualifications of school administrators and provides scholarship-based grants to assist individuals in the pursuit of graduate study leading to improved competency in the superintendency. To date, more than \$237,535 in scholarships have been provided. The following recipients of the scholarship are identified by the year of the award:

1992-1993

Carol A. Corcoran
Thomas W. David
John J. Struck

1993-1994

Connie S. Tockstein
Jane L. Westerhold

1994-1995

Sandra L. Martin
Frances A. Thoele

1995-1996

Leslie L. Hohenstein
Kelley M. Kalinich

1996-1997

Marilyn Kay Ponzer
David R. Nemeč

1997-1998

Steven L. Hamilton
Eric A. King

1998-1999

Beth S. Concannon
Rita A. Stevenson

1999-2000

Jeffrey A. Drayer
Rhonda Jean Towner

2000-2001

Christine M. Benson
Mary Ellen Grimes
Victor E. Zimmerman

2001-2002

John Hasten
Christopher D.
Mehochko
Larry Lilly

2002-2003

Paula J. Harlan
Jay C. Morrow

2003-2004

None

2004-2005

Jane A. Eichman
Keven D. Forney
Julie L. Kraemer
Jason E. Leahy

2005-2006

Lynn Carter
K. Bradley Cox
Andrew S. Wise

2006-2007

Lonny B. Lemon
John Palan
Debra Rust
Quintin Shepherd
Michael S. Sutton

2007-2008

Dan Cox
Frances Hemker
Rick Johnston
Courtney Orzel
Matthew Seaton
Curtis R. Simonson
Victoria L. Tabbert
Carrie VanAlstine

2008-2009

Brad Detering
Lan Eberle
Julie Healy
Joan Hoschek
Randy Niles
Jason Stark

2009-2010

Adam Bussard
Paul Hertel
Aaron Hopper
Patrick Martin
Brent Raby

2010-2011

Dana Nichols
Joshua Olsen
Joe Sornberger
John Ulferts

2011-2012

James E. Garwood
Nicholas M. Henkle
Patty Hilliard-Wood
Carl Johnson
Kristen Kendrick
Margaret Lasiewicki
Timothy M. Page

2012-2013

Robert J. Bardwell
Jhoon "Jake" Chung
John Pearson
Carl D. Vallianotas, II
Adam R. Zurko

2013-2014

Christopher J. Adkins
Erick R. Baer
Christina Dougherty
Rebecca Fitzpatrick
Martha Ryan-Toye
Karen Steindorf
Andrew Thomann
Rodney Winslow

2014-2015

Brent Anderson
Brian DeBernardi
Todd Dugan
Julie Harrelson
Christy Hild
Christopher Janssen
Benjamin Lee
Kelly Mandrell
Russell Tomblin

2015-2016

Adam Dean
Kristin J. Elliott
E. Scott England
Sheila Greenwood
Debbie Poffinbarger
Nicole Terrell-Smith
Emily Weidner
Kevin Werner

2016-2017

Marion Friebus-Flaman
Jaime Koziol
Julie H. Lam
Joseph Landers
Nathan S. Schilling
Kyle Thompson

2017-2018

Andrew Fenton
Janean Friedman
Jason Henderson
Landon Sommer
Sy Stone
Shawn Teske
Cynthia Tolbert

Past IASA Executive Directors

The IASA Past Executive Directors are listed at right for the year of their retirement from IASA:

Gerald W. Smith	July 1, 1966
Roy A. Baker	August 30, 1969
John G. Wargo	June 30, 1992
Walter H. Warfield, Emeritus	June 30, 2006

IASA Superintendents of Distinction

In 2015, IASA announced a new program to recognize the outstanding performance of school superintendents in each of its 21 regions. The "Superintendents of Distinction" honorees are selected by their peers in their region based on the criteria set forth by the AASA for its National Superintendent of the Year program. Those general criteria include Leadership for Learning, Communication, Professionalism and Community Involvement. "In addition to honoring the Illinois Superintendent of the Year, our association's highest honor, we wanted to also publicly recognize the extraordinary efforts that so many of our superintendents are making all over the state, so we created the Superintendents of Distinction" said IASA Executive Director Dr. Brent Clark. "These are school leaders who make a difference day in and day out for their school districts, their communities and, most importantly, for their students."

The 2018 honorees are identified by the IASA region they represent:

Abe Lincoln —Adam N. Ehrman	DuPage —Victoria L. Tabbert	Shawnee —Christopher S. Grade
Blackhawk —Scott D. Kuffel	Egyptian —Timothy P. O'Leary	Southwestern —Jonathan Tallman
Central Illinois Valley —Sharon Desmoulin-Kherat	Illini —Dr. Jean M. Neal	Starved Rock —Mark R. Cross
Cook North —Dr. Daniel E. Cates	Kaskaskia —Brad Skertich	Three Rivers —Dr. Patrick M. Halloran
Cook South —Dr. Sheila Harrison-Williams	Kishwaukee —Rick A. Schmitt	Two Rivers —Dr. Kevin Blankenship
Cook West —Dr. Glenn T. Schlichting	Lake —Dr. Michael Lubelfeld	Wabash Valley —Julie L. Kraemer
Corn Belt —Gary R. Tipsord	Northwest —Dr. PJ Caposey	Western —Jodi L. Scott



AASA National Superintendent of the Year

Dr. David R. Schuler of High School District 214 was named the 2018 National Superintendent of the Year by the American Association of School Administrators (AASA). He is first Illinois Superintendent to be named to such honor. He also holds the title of 2018 Illinois Superintendent of the Year for the Illinois Association of School Administrators. Schuler is nationally known for leading AASA's Redefining Ready!, an initiative to introduce new research-based metrics to more appropriately assess that students are college ready, career ready and life ready. Schuler oversees the state's second-largest high school district with more than 12,000 students at six high schools and four specialized learning programs in the northwest suburbs of Cook County. During his 12-year tenure as Superintendent of District 214, all six high schools have been consistently ranked among the best in the state and country.



Illinois Superintendents of the Year

This award, presented annually by the American Association of School Administrators (AASA), First Student and VALIC, recognizes outstanding leadership among the ranks of superintendents. The recipients are listed beginning with the first year of IASA's sponsorship of this award. The 2018 Illinois Superintendent of the Year was Dr. David R. Schuler of Arlington Heights HSD #214.

James L. Elliott, Maine Twp HS #207	1991
Jean B. McGrew, Northfield Twp HS #225	1992
Thomas G. Scullen, Indian Prairie CUSD #204	1993
Barbara S. Devlin, Villa Park Elem #45	1994
Joel W. Morris, West Chicago CUSD #94	1995
Robert C. Stevens, Glenbard Twp HS #87	1996
Dorothy M. Weber, Arlington Heights #25	1997
Marvin E. Edwards, Elgin #U-46	1998
John G. Conyers, Palatine CC #15	1999
Gerald D. Chapman, Palatine Twp HS #211	2000
James Burgett, Highland Comm #5	2001
Robert S. Nielsen, Bloomington #87	2002
David B. Van Winkle, Valley View #365U	2003
James T. Rosborg, Belleville #118	2004
Frances B. Karanovich, Macomb Comm #185	2005
Thomas F. Leahy, Quincy #172	2006
Kevin L. Settle, Mount Vernon #80	2007
Blondean Y. Davis, Matteson Elem #162	2008
Mark Friedman, Libertyville #70	2009
Edward F. Rafferty, Schaumburg CC #54	2010
Peter Flynn, Freeport #145	2012
Jane L. Westerhold, Des Plaines CC #62	2013
Kelly Stewart, Benton #103	2014
Thomas E. Bertrand, Rochester Comm Unit #3A	2015
Judith A. Hackett, NW Suburban Sp. Ed. Org.	2016
Jason Henry, Sesser-Valier Community Unit District #196	2017
David R. Schuler, Arlington Heights HSD #214	2018

The IASA Exemplary Service to Education Award

The IASA Exemplary Service to Education Award is presented during the IASA Annual Conference. This award is presented to individuals in recognition of exemplary leadership contributions to Illinois public schools, the field of school administration and students. Past recipients of the award are listed below.

Douglas P. Blair	2004
Ronald E. Everett	2005
James T. Rosborg	2005
Edward L. Allen	2006
David F. Grace	2006
Representative Roger L. Eddy	2007
Senator James T. Meeks	2007
Don White	2007
Senator James F. Clayborne, Jr.	2008
Calvin Jackson	2008
Donald L. Kussmaul	2009
Christopher Koch	2010
Charles P. Rose	2011
ISAL Design Team (Gloria J. Davis, Mark Friedman, Lisa Hood, Thomas A. Kersten, Scott D. Kuffel, Nick R. Osborne, Joseph Pacha, James T. Rosborg, Diane K. Rutledge, Paul Swanstrom, Don White, Richard Voltz and Brent Clark)	2012
Lt. Governor Sheila Simon	2012
Jim Broadway	2013
Walter H. Warfield	2014
Plaintiffs in the Pension Litigation Lawsuit (Kenneth Lee, John Sawyer, III, Lance Landeck, Kyle Thompson and Michael Schiffman)	2015
Jim Burgett	2016

NEW!

Redesigned JOB BANKSM
Coming Summer/Fall 2018

Whether you are seeking qualified applicants to fill permanent, interim, part or full-time vacancies, the Illinois Education Job BankSM makes posting jobs and finding candidates as easy as **1-2-3!**

With over **1,000** Illinois school districts and other educational institutions subscribing to the Illinois Education Job BankSM, the proof is in the numbers. Since 1999, the Job Bank has provided the opportunity for more than **131,000** vacancies and **170,000** profiles to be posted online.

FOR EMPLOYERS...

You can post vacancies and find candidates with ease and security.

- Quick and easy account setup
- Maintain complete control of job posting information, posting date and duration
- When you post an opening on the IASA Job Bank, the opening is also included on the school district's website without the school district reposting the information simply by setting up the RSS Feed
- Maintain low costs with minimal yearly fee
- Add customized questions to online applications
- Search for candidate features such as languages, skills and more
- Set up and maintain multiple profiles and users
- Save favorite candidates from job applications

FOR JOB SEEKERS...

You can search, save resumes and apply online for free.

- Search from hundreds of openings throughout the state
- Create and maintain profiles and resumes in our secure online Job Search Portal
- Save and update your profile information including education, certification/license, employment, references, skills and more
- Set up convenient e-mail job alerts and notifications
- Save job listings, searches and applications
- Set up your employment preferences to help employers find your resume when they search the Resume Bank

IASA Bylaws

As adopted November 25, 1967 and amended through October 2, 2015.

ARTICLE I—PURPOSE

The purpose of the Association shall be to conduct conferences, provide in-service education programs and promote education.

ARTICLE II—OFFICES

The Corporation shall maintain in the State of Illinois a registered office and a registered agent at such office and may have other offices within or without the State.

ARTICLE III—MEMBERS

SECTION 1. CLASSES OF MEMBERS. The Association shall have six classes of members. The designation of such classes and the qualifications of the members of such classes shall be as follows:

- A. **Active Member.** Active Member status is available to an individual who is employed in Illinois as:
 - i. A school administrator in a school system or an educational cooperative of school systems and contributing to the Teachers' Retirement System; or
 - ii. An administrative staff member of the Illinois State Board of Education or the Illinois Association of School Boards, provided such person has previously worked as a school administrator; or
 - iii. A superintendent or assistant superintendent of a regional office of education.

Persons qualified as school administrators who are not currently employed in that capacity may be deemed eligible for Active Member status by the Board of Directors.

Active Members hold all the rights, privileges and responsibilities of the Association, including the right to vote and the right to hold office.

- B. **Full-Time Professor Member.** Full-time Professor Member status is available only to full-time professors of education or educational administration at an accredited institution of higher education in Illinois and carries the rights to receive regular mailings of the Association and participate in the IASA Return of Dues Program.
- C. **Associate Member.** Associate Member status is available to an individual who is actively pursuing a career in school administration and is not eligible for Active Member status. Associate Member status carries only the right to receive the Association newsletter.
- D. **Retired Member.** Retired Member status is available to a person who has retired from the profession of school administration and who was an Active Member at the time of such retirement and carries the right to receive the annual Association directory and the Association newsletter.
- E. **School Service Member.** School Service Membership shall be available to: manufacturers and distributors of school materials, supplies and equipment; architects; legal firms; publishers of school textbooks and related materials; and to other such businesses that provide services to Illinois schools. School Service Members shall be entitled to regular mailings of the Association newsletter, to inclusion in the annual Association directory as a School Service Member, to a copy of the annual Association directory, and to other services that provide such members with access to Illinois school administrators who are Association members.
- F. **Student Member.** Student Member status is available to a person who has not achieved certification as a superintendent, has a master's degree, and is currently enrolled as a graduate student in a recognized program in school administration. Verification of such status must be made by a full-time professor of education or educational administration in Illinois at the college in which the student is enrolled, who is a member of the Association. No one may hold Student Member status for more than three years. Student Member status carries only the right to receive the Association newsletter.

SECTION 2. VOTING RIGHTS. Each Active Member shall be entitled to one vote on each matter submitted to a vote of the members.

SECTION 3. DUES. The minimum annual dues for the Active membership classification shall be .007 of the gross annual salary. Each March, the multiplier for the following year shall be calculated based on the total Active Membership and increased by .00025 for every 25 Active Members fewer than 1,052.

The annual dues for the following membership categories are established by the Board of Directors and contained in the IASA Policy Handbook: Full-Time Professor Member, Associate Member, Retired Member, School Service Member and Student Member.

SECTION 4. MEMBERSHIP YEAR. The membership year shall be July 1 through June 30.

SECTION 5. TERMINATION OF MEMBERSHIP. Membership shall continue until terminated by any one or more of the following circumstances:

- A. Non-payment of dues;
- B. Formal written resignation by the member; or
- C. Action by the Board of Directors.

ARTICLE IV—MEETINGS OF MEMBERS

SECTION 1. ANNUAL MEETING. There shall be one annual meeting of the Association each year. The Board of Directors shall determine the time and place for the meeting.

SECTION 2. SPECIAL MEETINGS. Special meetings of the members shall be held as the Board of Directors deems necessary.

SECTION 3. NOTICE. Members shall be provided a written notice no less than 30 days in advance of a proposed meeting.

SECTION 4. ORDER. All meetings of the Association shall be conducted in accordance with Robert's Rules of Order.

SECTION 5. QUORUM. The members representing 20 percent of the Active Membership shall constitute a quorum at a meeting.

ARTICLE V—VOTING

At all meetings of the members of the Association, of the Board of Directors and of any committee of the Association, votes shall be cast in person. Proxy voting shall be allowed when a duly authorized alternate, authorized by the elected member of the Board of Directors or of any committee of the Association attends as an alternate with prior notice to the IASA office by mail, e-mail or facsimile transmission. There shall be no voting by mail unless specifically provided for in these bylaws.

ARTICLE VI—BOARD OF DIRECTORS

SECTION 1. GENERAL POWERS. The affairs of the Association shall be managed by its Board of Directors through the development and implementation of policy and procedures.

SECTION 2. MEMBERSHIP, TENURE AND QUALIFICATIONS. Members of the Board of Directors shall include the five officers, the elected representatives from the Association's Regions, up to two at-large representatives who represent underrepresented categories of IASA membership and shall include, as ex-officio (non-voting), an IASA Active Member serving in any of the following as an AASA Officer: AASA Executive Committee Member; AASA President; AASA Past President; AASA President-Elect; or AASA Governing Board Member. If no AASA Governing Board Member is a member of the IASA Governing Board or AASA Executive Committee, the Executive Director shall call a meeting of the members of the Illinois AASA Governing Board who are also IASA members, to elect from their own, a person to serve as ex-officio (non-voting) to the IASA Governing Board for a term of three years, beginning July 1, nearest the election through June 30, or until such time that another member of the IASA Governing Board becomes a member of the AASA Governing Board or AASA Executive Committee. Any person serving in an ex-officio (non-voting) capacity from AASA to IASA must be an IASA Active Member.

The Regional and At-Large, if applicable, directors shall be elected for a three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1.

Regional and At-Large, if applicable, directors shall assume their responsibilities on July 1 following their election and upon their signed acknowledgment of the IASA Code of Ethics policy.

To be eligible to serve as an officer or a director, a person must be an Active Member of the Association.

SECTION 3. EXECUTIVE DIRECTOR. The Board of Directors shall appoint the Executive Director and shall fix the compensation and the term of office.

SECTION 4. ORDER. All meetings of the Board of Directors shall be conducted in accordance with Robert's Rules of Order.

SECTION 5. QUORUM. A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.

SECTION 6. CONSULTANTS. The Board of Directors may, at its discretion, appoint persons to meet with and to serve the Board of Directors as consultants. Appointments shall be for one-year terms.

SECTION 7. REMOVAL. Any official elected to or appointed by the Board of Directors, including appointments to ad hoc committees, may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

ARTICLE VII—OFFICERS

SECTION 1. OFFICERS. The officers of the Association shall be the President, President-Elect, Secretary, Treasurer and Immediate Past President. All officers shall be Active Members, except for the Immediate Past President, and shall have full membership rights, including the right to vote on the Board of Directors. The President, President-Elect, and Immediate Past President shall not serve as a director elected to represent one of the Association's Regions. The Secretary and Treasurer shall be a director elected to represent one of the Association's Regions. If the At-Large Director is elected to an officer position, the At-Large Member shall continue to represent the State as a whole.

SECTION 2. GENERAL POWERS. The IASA Board of Directors does not govern using an Executive Committee. There may be times when, in the best interests of the Association, emergency decisions need to be made. The five duly elected officers, in consultation with the Executive Director, may meet to make decisions requiring expenditures of funds outside of the approved budget or to employ outside counsel or an independent contractor. All meetings of the officers shall include the Executive Director unless the purpose of the meeting involves actions of the Executive Director. All meetings of the officers shall be promptly reported to the full Board of Directors at its next regularly scheduled meeting. A violation of this policy shall be considered a breach of the IASA Code of Ethics and the officer's duties as a Board of Director.

SECTION 3. ELECTION AND TERM OF OFFICE. The President-Elect shall be elected annually by the Board of Directors at the last meeting of the operating year and shall hold office for one year. The President-Elect shall become President on July 1 following the term as President-Elect or when the office of the President is vacated.

The Secretary and Treasurer shall be elected to serve terms coterminous with their term as a Regional or At-Large Director. Neither the Office of Secretary nor Office of the Treasurer shall have any term limit. Election of Secretary and Treasurer shall be by the Board of Directors at the last scheduled meeting of the operating year.

Officers shall assume their responsibilities on July 1 following their elections. In the event a vacancy occurs in the office of Secretary or Treasurer, the Board of Directors is notified by the sitting officer of an eminent opening in his or her position, an election will be held by the Board of Directors at its earliest convenience to fill the unexpired term of office. The selection will be made from the members of the Board of Directors and elected by the Board of Directors.

SECTION 4. REMOVAL. Any official elected or appointed by the Board of Directors may be removed by the Board of Directors, whenever in its judgment, the best interest of the Association would be served. Removal shall be by a 2/3 vote of a quorum of the Board of Director's members present and voting.

SECTION 5. PRESIDENT. The President shall preside at all meetings of the members and of the Board of Directors. The President, with approval of the Board of Directors, shall appoint the Chair and Associate Chair(s) of each representative committee and the Chair and members of the operational committees of the Association.

SECTION 6. PRESIDENT-ELECT. The President-Elect shall assist the President in the discharge of her or his duties as the President may direct and shall perform such other duties as from time to time may be assigned to her or him by the President.

If the office of the President is vacated, the President-Elect shall become the President for the remainder of the term and shall then serve the term of President to which he or she was elected.

SECTION 7. SECRETARY. The Secretary shall sign all corporate papers and perform such other duties as required by the Association. He or she shall furnish all officers for each succeeding year a copy of the complete proceedings of the annual meetings.

SECTION 8. TREASURER. The Treasurer shall be responsible for the safekeeping of all monies belonging to the Association. He or she shall be required to sign all checks for payment of bills, except those checks drawn on revolving funds authorized by the Board of Directors to be used in the office of the Association. The Treasurer shall provide bond in the amount set by the Board of Directors for the Treasurer and such persons in the office of the Association as necessary. The bond shall be on file in the office of the Association. Cost of the bond shall be borne by the Association.

SECTION 9. IMMEDIATE PAST PRESIDENT. The Immediate Past President shall fulfill duties as assigned by the President. In the event a vacancy occurs in the office of Immediate Past President, the position will be left unfilled for the remainder of the unexpired term.

ARTICLE VIII—EXECUTIVE DIRECTOR

SECTION 1. EXECUTIVE DIRECTOR. The Executive Director shall be the Chief Executive Officer of the Association. He or she shall attend all meetings of the Board of Directors except those at which her or his own competency or compensation is being discussed. As the Chief Executive Officer, the Executive Director shall exert leadership in promoting the official policies of the Association; shall make recommendations concerning the employment of all employees of the Association; shall prepare an agenda for all meetings of the Board of Directors along with recommendations concerning each item on the agenda; shall be responsible for investing surplus funds of the organization; shall serve as an ex-officio member without vote on all committees of the Association; and shall perform other duties at the direction of the Board of Directors.

ARTICLE IX—INDEMNIFICATION OF OFFICERS, DIRECTORS AND STAFF

Every director, officer or employee of the Association shall be indemnified by the Association against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such director, officer or employee in connection with any proceeding to which such director, officer or employee may be made a party or in which such director, officer or employee may become involved by reason of being or having been a director, officer or employee of the Association, or any settlement thereof, whether or not such director, officer or employee is a director, officer or employee at the time such expenses are incurred, except in such cases wherein the director, officer or employee is adjudged guilty of willful misfeasance or malfeasance in the performance of the duties of the office or employment. In the event of a settlement, the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement as being for the best interests of the Association. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which such director, officer or employee may be entitled.

ARTICLE X—COMMITTEES

SECTION 1. REPRESENTATIVE COMMITTEES AND DELEGATIONS. The Association shall have four representative committees: IASA-ISBE Advisory Committee, Professional Development Committee, Membership and Communications Committee, and Governmental Relations and Advocacy Committee. The Association shall have two delegations: Governmental Strategies and Membership Strategies.

The Representative Committee shall include a representative elected from each of the Association's Regions for a three-year term, with one-third of the members being elected annually. The representative shall be elected for the three-year term as normally scheduled or as vacancies occur by: (1) an election held by the membership of that Region if such election is scheduled and notice

of that election is submitted in writing by March 15 by the director to the Association's Executive Director; or (2) a primary and runoff election conducted through the office of the Association by May 1. The representative must be an Active Member. Any Region may remove an elected representative by using the same method used to so elect that person.

The Chair and Associate Chair of each committee shall be members of the Board of Directors, appointed by the President and approved by the Board of Directors, except that the Chair of the IASA-ISBE Advisory Committee shall be the President and the Associate Chair shall be the President-Elect.

If a vacancy exists in the membership of a representative committee for more than three months, the President, with approval of the Board of Directors, shall appoint a person from the appropriate Region to complete the vacant term.

The Governmental Strategies Delegation shall include the representatives of the Board of Directors and Officers, IASA-ISBE Advisory Committee and Governmental Relations and Advocacy Committee.

The Membership Strategies Delegation shall include the representatives of the Board of Directors and Officers, Professional Development Committee, Membership and Communications Committee and Region Presidents.

The Chair of the Delegations shall be the President with the President-Elect and Immediate Past President serving as Co-Associate Chairs.

SECTION 2. OPERATIONAL COMMITTEES. The Association shall have four operational committees: Budget Committee, Bylaws Committee, Ethics and Welfare Committee, and Contract and Evaluation Committee.

The Budget Committee shall consist of five members. The Treasurer shall serve as Chair of the committee. The President shall appoint, with approval of the Board of Directors, the other four members to a term of one year.

The Bylaws Committee shall consist of three members appointed by the President, with approval of the Board of Directors, to terms of one year. The President, with approval of the Board of Directors, shall designate the Chair.

The Ethics and Welfare Committee shall consist of the President, President-Elect and Immediate Past President. The Immediate Past President shall serve as Chair.

The Contract and Evaluation Committee shall consist of the officers of the Board of Directors. The President shall serve as the Chair.

SECTION 3. SPECIAL COMMITTEES. Special Committees shall be appointed by the President, with the approval of the Board of Directors, for specific purposes.

SECTION 4. REGION PRESIDENTS. Each Region shall have the right to elect a President from the Active Members of the Region to preside over the business meetings of the Region. The term of Region President shall be set by the Region in advance of the election for the office. The Region Presidents will constitute a special committee of the Association.

The Association President shall serve as Chair of the Regional Presidents with the Association President-Elect serving as Co-Chair. Expenses of meetings called by the Chair shall be reimbursed per guidelines in the IASA Policy Handbook and charged in the budget as Board of Director expenses.

In absence of a Region President, the Director from the Region shall serve as both Director and President.

The term for Director/President shall be that term for which the person is elected to serve on the IASA Board of Directors.

Persons serving as a Director/President shall be listed in appropriate locations in Association publications.

ARTICLE XI—BOOKS AND RECORDS

The Association shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members and Board of Directors and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote.

ARTICLE XII—FINANCIAL RECORDS

SECTION 1. FISCAL YEAR. The fiscal year of the Association shall be July 1 through June 30.

SECTION 2. ANNUAL BUDGET. The Budget Committee shall prepare a tentative budget with estimated receipts and expenditures for the following fiscal year. The tentative budget shall be available for review by members of the Association by March 15.

The Board of Directors shall hold a hearing on the tentative budget after April 1 and prior to adoption. The Board of Directors shall adopt a budget prior to June 30 for the following fiscal year.

SECTION 3. FINANCIAL REPORTS. Financial reports shall be submitted to the Board of Directors by the Executive Director and Treasurer on a quarterly basis during the year and shall be filed with minutes of the Board of Directors. An annual financial report shall be made at the time of the annual meeting.

SECTION 4. AUDIT. An annual audit of accounts of the Association shall be made by a certified public accountant selected by the Board of Directors.

ARTICLE XIII—REGIONAL STRUCTURE

SECTION 1. REGIONS. The Board of Directors shall provide for the organization and governance of Regions of the Association. The Board of Directors may modify the boundaries of any Region. The existence of any Region may be terminated following a written notice to the Region's Active Members 90 days in advance of the termination.

SECTION 2. OFFICERS. The Director of a Region shall serve as the Region President, unless the Active Members of the Region determine that another Active Member shall be elected to serve as the Region President.

SECTION 3. COMMITTEES. Each Region may have a committee concerned with each of the following issues: legislation, membership, professional development, resolutions and position statements, and advising the Illinois State Board of Education. The person elected to serve on a representative committee for the Region shall also serve as Chair of the same committee within the Region. The method of selection of regional committee members, other than the Chair, is to be determined by each Region.

ARTICLE XIV—REPRESENTATIVES TO ORGANIZATIONS

SECTION 1. NORTH CENTRAL ASSOCIATION OF COLLEGES AND SCHOOLS. The President, with approval of the Board of Directors, shall appoint an Active Member to the Illinois Committee of the North Central Association of Colleges and Schools in accordance with the rules and regulations of that committee.

SECTION 2. STATE TEACHER CERTIFICATION BOARD. The President, with approval of the Board of Directors, shall recommend an Active Member for appointment to the State Teacher Certification Board upon the request of the State Superintendent of Education.

SECTION 3. JOINT COMMITTEES, COMMISSIONS AND COUNCILS. The President may designate an Active Member for appointment as an Association representative to joint committees, commissions and councils upon the appropriate request. All appointments will be reported to the Board of Directors.

ARTICLE XV—SEAL

The corporate seal shall have inscribed thereon the name of the corporation and the words "Corporate Seal, Illinois."

ARTICLE XVI—LIMITATIONS AND DISTRIBUTION ON DISSOLUTION

SECTION 1. ORGANIZATION. The Association is not organized for profit. No part of its net earnings shall inure to the benefit of any private individual. No substantial part of its activities shall be the carrying on of propaganda or otherwise attempting to influence legislation. It shall not substantially participate in or intervene in any political campaign on behalf of any candidate for public office. The Association shall not accumulate out of income amounts which are unreasonable in amount or duration in order to carry out the purposes set forth in these bylaws.

Notwithstanding any other provision of these bylaws, the Association shall not conduct or carry on any activities not permitted to be conducted or carried on by any organization exempt under Section 501(c)(6) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as they now exist or as they may hereafter be amended.

SECTION 2. DISSOLUTION. In case of dissolution of the Association and liquidation of its affairs, any money or other assets remaining after the payment of all obligations shall be transferred or conveyed to one or more educational or charitable organizations having objectives or purposes substantially similar to those of the corporation. The selection of such organization shall be determined by the Board of Directors and in every case the decision of the Board of Directors shall be final and conclusive upon all persons in any way interested.

ARTICLE XVII-AMENDMENTS

SECTION 1. APPROVAL. Any provision of these bylaws may be amended at an annual or special meeting of the Association provided such proposal:

- A. Has been reviewed by the Bylaws Committee;
- B. Has been reviewed by the Board of Directors;
- C. Has been submitted to the membership in writing no less than 30 days in advance of the meeting; and
- D. Receives at least a two-thirds vote of the membership present at the meeting.

SECTION 2. PROPOSALS FROM MEMBERS. Amendments may be proposed by members. Such proposed amendments must be presented to the membership for consideration provided the proposed amendment is endorsed by signature of two-thirds of a quorum of the membership and submitted to the office of the Association at least 120 days prior to an annual meeting. The Bylaws Committee and the Board of Directors are required to review the proposed amendment within 60 days and cause it to be submitted in writing to the membership at least 30 days in advance of the annual meeting. A two-thirds vote of the membership present at the meeting is required for passage.

Vision 20/20: What's Been Accomplished



In June 2013, education stakeholders from across Illinois formed the public-policy platform Vision 20/20 in an effort to change the narrative from school districts being known for what they oppose, rather than what they stand for.

Those stakeholders include the Illinois Association of School Administrators, Illinois Association of School Boards, Illinois Principal's Association, Illinois Association of School Business Officials, Illinois Association of Regional School Superintendents and Superintendents Commission for the Study of Demographics and Diversity.

The effort identified four pillars, all focused on the overarching goal of providing a more equitable and adequate education for Illinois' 2 million school children. Those pillars are: highly effective educators, 21st century learning, shared accountability and equitable and adequate funding.

Much has been accomplished with each pillar in the past five years, but there is still more work to be done. Here is a closer look at key achievements of Vision 20/20:



EQUITABLE AND ADEQUATE SCHOOL FUNDING

Far and away the biggest success of Vision 20/20 came in August 2017, when the Illinois General Assembly passed the historic education funding reform bill, SB

1947, into law, creating the first roadmap for equitable and adequate funding for schools in Illinois.

The legislation is intended to put new money for education into the state's poorest and neediest districts—and to try to ease the state's reliance on local property taxes to pay for schools.

Here are a few of the highlights of the legislation:

- For the first time, school funding in Illinois is tied to evidence-based best practices proven by research to enhance student achievement in the classroom.
- Each school district is treated individually, with an adequacy target based on the needs of its student body. The greater the student need, the higher the adequacy target.

- New dollars will be distributed to the neediest districts first, or those furthest from their adequacy target.
- Treats students in Chicago with parity to every other school district in the state by getting rid of block grants and reconciling pension payments.

Illinois State Board of Education is releasing new tier funding for FY18 that will total approximately \$395 million statewide, including \$29 million specifically for English learners in the highest need districts.

This is a substantial investment in K–12 public education, but there is still a long way to go for each school district to reach its adequacy target, as identified in the new evidence-based model.

The goal of IASA and Vision 20/20 public policy platform is for each school district to reach 90 percent of their adequacy target in 10 years—an investment that will require at least \$5 billion.



HIGHLY EFFECTIVE EDUCATORS

The efforts of Vision 20/20 have yielded two significant pieces of legislation that improved teacher reciprocity for Illinois and began to address the ongoing teacher

shortage.

In July 2015, HB 2657 became law and streamlined educator licensure reciprocity agreements with other states. Here are highlights of HB 2657:

- In emergency situations, school districts can employ for up to 120 days substitute teachers who hold a professional educator license or license with stipulations that is endorsed for the grade level of instruction.
- Teachers that have completed an evidence-based assessment of teacher effectiveness or a test of basic skills in another state do not have to complete additional Illinois assessments upon initial licensure.
- Out-of-state teachers seeking licensure that have completed the same required coursework as in-state candidates need only verify program completion to receive a professional educator license.

- Endorsements for out-of-state applicants for a principal endorsement or superintendent endorsement are available to individuals who have completed an out-of-state approved education program to become a principal or superintendent, met state exam requirements and received a certificate or license endorsed in a teaching field.
- Endorsements for out-of-state applicants for a chief school business official endorsement are available to those individuals with a master's degree in school business management, finance, or accounting; completed an internship in school business management or have two years of experience as a school business administrator; met all state exam requirements; and have completed modules in reading methods, special education and English learners.

In January 2017, SB 2912, which aimed to address the teacher shortage by making it easier for educators trained outside Illinois to work here became the law. Here are highlights of SB 2912:

continued...

- Reduced the license fee for substitute teachers from \$100 to \$50.
- Created a one-year grace period for retired teachers with lapsed licenses to bring their license into good standing without fines or coursework, allowing them to substitute.
- Prevented educators who retired mid-cycle from having their licenses lapse, allowing them to substitute.
- Allowed educators licensed in other states to obtain an Illinois license through a more streamlined process, enabling Illinois State Board of Education to grant licenses based on comparable out-of-state

licenses instead of comparing preparatory programs from other states.

- Applied content area tests from other states for out-of-state licensees seeking an Illinois license.
- Created a provisional in-state endorsement on a provisional educator license with stipulations to allow candidates who have met all other requirements except passage of edTPA. This would allow candidates one additional year to pass the assessment while teaching.



21ST CENTURY LEARNING

In December 2017, Illinois State Board of Education released a notice of funding opportunity/request for proposals for pending state funds to expand internet connectivity in schools.

The effort is part of The Illinois Classroom Connectivity Initiative, which works with school districts across the state to accelerate bandwidth upgrades through a partnership with state agencies and Education Super Highway. So far, it has helped 756 Illinois school districts, which educate more than 1.2 million students, meet the 100 kbps per student minimum connectivity goal, according to the state education board.

The funds would reimburse school districts for the cost of upgrading their broadband infrastructure to fiber optic technology.



SHARED ACCOUNTABILITY

In August, 2015, the second piece of legislation sponsored by Vision 20/20, HB 2683, was signed and created the Illinois Balanced Accountability Model.

The new accountability model for schools stated that, in addition to using standardized test scores, schools should have flexibility to use an evidence-based framework to demonstrate student improvement and growth.

The legislation preceded Illinois' Every Student Succeeds Act plan. Some of the framework in HB 2683 was adopted in Illinois' ESSA plan, although the federal plan places more emphasis on standardized assessments.

Another focus of the Shared Accountability pillar included unfunded mandate relief. The passage of the evidence-based funding model

provided some help in this area, including:

- School boards can determine the frequency of physical education as long as it is a minimum of three days per five-day week (the state previously required daily PE). Also, allows districts to exempt on a case-by-case basis 7th through 12th graders who participate in sports.
- School districts can contract with third party drivers education vendors without requesting a waiver from the General Assembly.
- Schools now have a more streamlined process to request waivers from the General Assembly from other state mandates.

What's Next?

In the short term, everyone needs to continue to advocate and engage

legislators for new funding for the evidence-based model.

Vision 20/20 will also continue to seek both short-term and long-term solutions to the teacher-shortage crisis in Illinois.

Plans are under way to conduct a revisioning meeting in early August in Springfield. The purpose of this meeting will be threefold: First, the successes of Vision 20/20 to date will be highlighted and celebrated. Second, participants will review the four pillars of Vision 20/20 and the original concepts that were adopted for further action. Additional issues within each of the four pillars will be identified for possible legislative

action. Third, participants will identify those issues that should be moved forward for additional consideration.

For updates, please follow Vision 20/20 on Twitter @ILVision2020 and be sure to visit the Vision 20/20 webpage at <https://illinoisvision2020.org>.

The continued success of the Vision 20/20 initiative will depend on increased advocacy for public education in the state of Illinois.

Sincerely,

Ralph Grimm, Vision 20/20 Director





Annual Report 2018

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